

**Circus Circus Casinos, Inc., d/b/a Circus Circus Hotel & Casino-Reno and International Union, United Plant Guard Workers of America (UPGWA).** Case 32-CA-14550

April 14, 1995

**DECISION AND ORDER**

BY CHAIRMAN GOULD AND MEMBERS STEPHENS  
AND COHEN

Pursuant to a charge filed by the Union on February 22, 1995, the General Counsel of the National Labor Relations Board issued a complaint on February 28, 1995, alleging that the Respondent has violated Section 8(a)(5) and (1) of the National Labor Relations Act by refusing the Union's request to bargain following the Union's certification in Case 32-RC-3952. (Official notice is taken of the "record" in the representation proceeding as defined in the Board's Rules and Regulations, Secs. 102.68 and 102.69(g); *Frontier Hotel*, 265 NLRB 343 (1982).) The Respondent filed an answer admitting in part and denying in part the allegations in the complaint, and submitting affirmative defenses.

On March 20, 1995, the General Counsel filed a Motion for Summary Judgment and Memorandum in Support. On March 21, 1995, the Board issued an order transferring the proceeding to the Board and a Notice to Show Cause why the motion should not be granted. On April 4, 1995, the Respondent filed a response.

The National Labor Relations Board has delegated its authority in this proceeding to a three-member panel.

**Ruling on Motion for Summary Judgment**

In its answer the Respondent admits its refusal to bargain, but attacks the validity of the certification on the basis of the Board's unit determination in the representation proceeding.<sup>1</sup>

All representation issues raised by the Respondent were or could have been litigated in the prior representation proceeding. The Respondent does not offer to adduce at a hearing any newly discovered and previously unavailable evidence, nor does it allege any

<sup>1</sup> In addition to denying that the Union's certification was proper, the Respondent's answer also asserts as affirmative defenses that the complaint fails to state a claim on which relief can be granted, and that the proceeding is barred by the doctrines of estoppel and unclean hands. Although the Respondent in its response to the Notice to Show Cause asserts that these affirmative defenses should be addressed by the Board, it does not explain why the complaint fails to state a claim, or how or why the doctrines of estoppel or unclean hands have any relevance to this proceeding or excuse its admitted refusal to bargain with the Union. In these circumstances, we find that the Respondent's affirmative defenses are insufficient to warrant denial of the General Counsel's Motion for Summary Judgment in this proceeding.

special circumstances that would require the Board to reexamine the decision made in the representation proceeding. We therefore find that the Respondent has not raised any representation issue that is properly litigable in this unfair labor practice proceeding. See *Pittsburgh Plate Glass Co. v. NLRB*, 313 U.S. 146, 162 (1941). Accordingly, we grant the Motion for Summary Judgment.

On the entire record, the Board makes the following

**FINDINGS OF FACT**

**I. JURISDICTION**

The Respondent, a Nevada corporation with an office and place of business in Reno, Nevada, has been engaged in the retail operation of a hotel and gaming business. During the 12-month period preceding the issuance of the complaint, the Respondent, in the course and conduct of its business operations, derived gross revenues in excess of \$500,000, and purchased and received goods or services valued in excess of \$5000 which originated outside the State of Nevada.

We find that the Respondent is an employer engaged in commerce within the meaning of Section 2(6) and (7) of the Act and that the Union is a labor organization within the meaning of Section 2(5) of the Act.

**II. ALLEGED UNFAIR LABOR PRACTICES**

**A. The Certification**

Following the election held December 12, 1994, the Union was certified on December 21, 1994, as the exclusive collective-bargaining representative of the employees in the following appropriate unit:

All regular full-time and part-time security officers, including field training officers, security officers/emergency medical technicians, and lead security officers employed by the Employer at its Reno, Nevada facility; excluding all other employees, investigators, tram personnel, administrative and clerical employees, and supervisors as defined in the Act.

The Union continues to be the exclusive representative under Section 9(a) of the Act.

**B. Refusal to Bargain**

About February 1, 1995, the Union, by letter, requested the Respondent to recognize and bargain, and, since about February 13, 1995, the Respondent has refused. We find that this refusal constitutes an unlawful refusal to bargain in violation of Section 8(a)(5) and (1) of the Act.

**CONCLUSION OF LAW**

By refusing on and after February 13, 1995, to bargain with the Union as the exclusive collective-bar-

gaining representative of employees in the appropriate unit, the Respondent has engaged in unfair labor practices affecting commerce within the meaning of Section 8(a)(5) and (1) and Section 2(6) and (7) of the Act.

#### REMEDY

Having found that the Respondent has violated Section 8(a)(5) and (1) of the Act, we shall order it to cease and desist, to bargain on request with the Union, and, if an understanding is reached, to embody the understanding in a signed agreement.

To ensure that the employees are accorded the services of their selected bargaining agent for the period provided by the law, we shall construe the initial period of the certification as beginning the date the Respondent begins to bargain in good faith with the Union. *Mar-Jac Poultry Co.*, 136 NLRB 785 (1962); *Lamar Hotel*, 140 NLRB 226, 229 (1962), *enfd.* 328 F.2d 600 (5th Cir. 1964), *cert. denied* 379 U.S. 817 (1964); *Burnett Construction Co.*, 149 NLRB 1419, 1421 (1964), *enfd.* 350 F.2d 57 (10th Cir. 1965).

#### ORDER

The National Labor Relations Board orders that the Respondent, Circus Circus Casinos, Inc., d/b/a Circus Circus Hotel & Casino-Reno, Reno, Nevada, its officers, agents, successors, and assigns, shall

1. Cease and desist from

(a) Refusing to bargain with International Union, United Plant Guard Workers of America (UPGWA) as the exclusive bargaining representative of the employees in the bargaining unit.

(b) In any like or related manner interfering with, restraining, or coercing employees in the exercise of the rights guaranteed them by Section 7 of the Act.

2. Take the following affirmative action necessary to effectuate the policies of the Act.

(a) On request, bargain with the Union as the exclusive representative of the employees in the following appropriate unit on terms and conditions of employment and, if an understanding is reached, embody the understanding in a signed agreement:

All regular full-time and part-time security officers, including field training officers, security officers/emergency medical technicians, and lead security officers employed by the Employer at its Reno, Nevada facility; excluding all other employees, investigators, tram personnel, administrative and clerical employees, and supervisors as defined in the Act.

(b) Post at its facility in Reno, Nevada, copies of the attached notice marked "Appendix."<sup>2</sup> Copies of the notice, on forms provided by the Regional Director for Region 32 after being signed by the Respondent's authorized representative, shall be posted by the Respondent immediately upon receipt and maintained for 60 consecutive days in conspicuous places including all places where notices to employees are customarily posted. Reasonable steps shall be taken by the Respondent to ensure that the notices are not altered, defaced, or covered by any other material.

(c) Notify the Regional Director in writing within 20 days from the date of this Order what steps the Respondent has taken to comply.

<sup>2</sup> If this Order is enforced by a judgment of a United States court of appeals, the words in the notice reading "Posted by Order of the National Labor Relations Board" shall read "Posted Pursuant to a Judgment of the United States Court of Appeals Enforcing an Order of the National Labor Relations Board."

#### APPENDIX

#### NOTICE TO EMPLOYEES POSTED BY ORDER OF THE NATIONAL LABOR RELATIONS BOARD An Agency of the United States Government

The National Labor Relations Board has found that we violated the National Labor Relations Act and has ordered us to post and abide by this notice.

WE WILL NOT refuse to bargain with International Union, United Plant Guard Workers of America (UPGWA) as the exclusive representative of the employees in the bargaining unit.

WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights guaranteed you by Section 7 of the Act.

WE WILL, on request, bargain with the Union and put in writing and sign any agreement reached on terms and conditions of employment for our employees in the bargaining unit:

All regular full-time and part-time security officers, including field training officers, security officers/emergency medical technicians, and lead security officers employed by us at our Reno, Nevada facility; excluding all other employees, investigators, tram personnel, administrative and clerical employees, and supervisors as defined in the Act.

CIRCUS CIRCUS CASINOS, INC., D/B/A  
CIRCUS CIRCUS HOTEL & CASINO-RENO